

ABSTRACT

Brain drain is one of the major issues plaguing industries driven by knowledge workers in the global south. Although it represents an excessively large component of total international human migration, organizational level factors as antecedents of brain drain remain mostly unexplored, although many of these migrants are already employed and, thus, organizational factors may influence their decision to migrate. This study, which draws from 260 professionals in the IT-BPO sector of Sri Lanka, shows that career growth opportunities, incentives, and perceived organizational politics (POP) directly influence brain drain. In addition, when employees perceive a high degree of organizational politics, the presence of favorable career growth opportunities do not reduce migration intentions. Furthermore, although the workload is found not to cause brain drain, a close examination of the data and literature indicates that the relationship is likely to depend on several organizational and personal factors which lie beyond the scope of the present paper. This paper concludes by highlighting the importance of using the organizational theory to explain brain drain and several important implications for practice.